



HUMAN RIGHTS COMMISSION MINUTES

**REGULAR MEETING
MONDAY, April 23, 2018**

The Human Rights Commission convened in a regular meeting on Monday, April 23, 2018 at 301 West Second Street in Austin, Texas.

Chair Sareta Davis called the Board Meeting to order at 5:32 p.m.

Board Members in Attendance: Chair Davis, Vice Chair Caballero, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Miguez, Commissioner Normand, and Commissioner Yang.

Staff in Attendance: Rosary Arellano, Administrative Senior, Equal Employment/Fair Housing Office (EE/FHO), Human Resources Department (HRD); and Jonathan Babiak, Business Process Consultant, EE/FHO, HRD

1. CITIZEN COMMUNICATION: GENERAL

Matthew Ramirez, Planner, City of Austin Neighborhood Housing and Community Development Department, addressed the Commission to encourage everyone to participate in the Fair Housing Survey.

2. NEW BUSINESS

- a. Discussion and possible action to have Commissioners establish goals and objectives for 2018-19, including plans and strategies for meeting those objectives: Introductions and Process Review; Overview of Commission Purpose and Charge; and Work Plan/Major Goals. (Davis/Caballero)

Kyle Boisjoli, Performance Consultant, City of Austin Human Resources Department, Organization Development Division, facilitated the Commission to develop the following proposed Commission goals and objectives for 2018-19:

- i. Affordable Housing & Gentrification
- ii. Engagement: Process, Partnerships, and Community
- iii. Addressing Disparate Impacts
- iv. Institutional Racism, Gender Equity, and LGBTQ+ Inclusion & Discrimination
- v. Immigrant Rights
- vi. Police Accountability

The proposed goals and objectives were approved on a vote of 8-0: Chair Davis motion, Commissioner Brown second. Voting in favor were Chair Davis, Vice Chair Caballero, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Miguez, Commissioner Normand, and Commissioner Yang. Commissioner Avashia and Commissioner Royall were absent.

- b. Discussion and possible action regarding community policing needs and best practices for developing an evidence-based staffing plan for the Austin Police Department to

improve effectiveness, transparency, and efficiency, including tools to assess effectiveness of any adopted accountability strategy in response to City Council Resolution No. 20180322-047 dated March 22, 2018. (Davis/Caballero)

The Commission discussed this item. The Commission took no action on this item.

3. APPROVAL OF MINUTES

The minutes from the regular meeting of March 26, 2018 were approved on a vote of 8-0: Commissioner Brown motion, Commissioner Miguez second. Voting in favor were Chair Davis, Vice Chair Caballero, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Miguez, Commissioner Normand, and Commissioner Yang. Commissioner Avashia and Commissioner Royall were absent.

4. ANNOUNCEMENTS

Commissioner Normand made an announcement about Measure Austin meetings. Commissioner McMahon announced “A People’s History of Austin” forum to be held on April 25 at Austin Public Library Willie Mae Kirk Branch. Commissioner McMahon announced an event on “Stereotyping Through Narratives of Violence” to be held on April 26 at Austin Public Library Cepeda Branch.

5. OLD BUSINESS

- a. Discussion and possible action on the People's Plan regarding affordable housing and displacement. (Caballero/Davis).

Commissioner Normand laid out the recommendation. The Commission discussed this item. The recommendation was approved on a vote of 8-0: Commissioner Brown motion, Commissioner Miguez second. Voting in favor were Chair Davis, Vice Chair Caballero, Commissioner Brown, Commissioner Casas, Commissioner McMahon, Commissioner Miguez, Commissioner Normand, and Commissioner Yang. Commissioner Avashia and Commissioner Royall were absent.

- b. The Commission discussed the following goals and objectives for 2017-2018:
 - i. Social and Economic Justice: Gentrification/Displacement and Affordability
 - ii. Engagement: Process, Partnerships, and Community
 - iii. Addressing Disparate Impacts
 - iv. Institutional Racism, Gender Equity, and LGBTQ+ Inclusion & Discrimination

ADJOURNMENT

Chair Davis adjourned the meeting at 8:15 p.m. on unanimous consent.